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Faculty Board

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2020-01-21 Minutes of the Faculty Board

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Faculty Board

Minutes (unapproved)

21 January 2020

Attendance (**Bold Present**):

C Agnew, M Anderson, D Archambeault, **J Bednarek**, J Farrelly, **S Falkowski**, **M Fisher**, D James, C Waldron, D Ren, **B Watson**, A Wells, **C Zois**

- Follow up on letters written in December –
 - Financial Stewardship Task Force:
 - Response received from Pres. Spina
 - President met with ECAS and announced ongoing financial stewardship measures to involve the campus community.
 - To be announced to full campus 1/23/20
 - Human Resources Advisory Council:
 - Response received from Troy Washington
 - C Agnew our rep; met last week first time
 - Health and wellness provided report
- Spring Faculty Meeting:
 - J Bednarek met with S Falkowski and C Waldron 1/17
 - Speaker confirmed - Risa Lieberwitz
 - Meeting date 2/26, 11:30-1:30, in Torch Lounge
 - Title – Academic Freedom in an Age of Financial Stewardship
 - Discussed inclusion of case studies; need to be relevant to UD and have actionable items
 - Ms. Lieberwitz is speaking gratis
 - Agreed we could pitch in for a gift for coming to UD
- Salary report released in October
 - It was more of a look back; no forward guidance in it
 - Salary Subcommittee needs to come up with questions on the report to be submitted to the joint Senate/Faculty meeting 2/7
 - Mary to convene email meeting with questions needed by Feb 3
 - Initial concerns:
 - In the past the salary report made aspirational statements about where UD would be among peer institutions. This is lacking. Can this be elaborated upon?
 - How might financial stewardship impact salaries - in particular:
 - Will there be any consideration of salary freezes?
 - Will early retirement be offered?
 - Will salaries remain competitive in order to attract the strongest candidates?

- What about reporting on the salary of non-tenure faculty such as lecturers and clinical faculty separately as, in particular, there are separate levels among clinical faculty, distinct from lecturer pay.
 - What is the growth of non-tenure lines and how is this reflected in overall salary?
 - Are issues of equity reported/addressed within the report?
- Faculty Board policies and procedure update circulated in December
 - Motion to accept made by S. Falkowski, seconded by D. James
 - Discussion – need to add membership to HRAC (C Agnew)
 - Motion passed with amendment